



AROUND NDE

Open Enrollment
Special Edition

A Publication of the Nebraska Department of Education Office of Human Resources ♦ Oct. - Nov. 2008

Open Enrollment for January 1 - June 30, 2009

By now you should have received the "Options" benefits enrollment guide. The guide contains an overview of each of the benefits available to you. Here is a recap of some of the important changes.

Coverage Period



The benefit plans are being moved from a calendar year to a fiscal year basis. The decisions you make during this Open Enrollment period (10/20/08—11/17/08) will cover the first six months of 2009 (January 1 through June 30). All plans have been adjusted for this shortened period. For example, you will find that the deductibles and out-of-pocket maximums have been adjusted for the six-month period.

Plan rates for July 1, 2009 through June 30, 2010 will be determined later. Another Open Enrollment period will be offered in the spring of 2009 to cover the following twelve months (July 1, 2009 through June 30, 2010).

Plan Choices

Coventry plans have been eliminated. Four Blue Cross Blue Shield plans are offered. The dental, vision and long term disability plans remain the same.

Plan Rates

Plan rates increased for health and dental insurance while vision and long term disability plan rates remain the same as current rates. Life insurance rates decreased for age groups through age 59 and remained the same for age groups 60 and older.

Prescription Drug Program

Express Scripts replaces Walgreens Health Initiative (WHI). A national network of retail pharmacies is available and includes Walgreens, Kmart, Target and Walmart. Express Scripts will be available for questions starting October 20th at 1.866.790.8277 (TDD- 1.800.899.2114) or through an [Express Scripts Preview on-line tool](#). Most of your prescriptions will automatically transfer from WHI to Express Scripts. New prescriptions will be required for narcotics and compounds as well as any expired prescriptions. Credit card information will not transfer.

Life Insurance

This year you will be automatically enrolled in the free \$20,000 Basic Life insurance paid by the State, but will have to designate beneficiaries. If no beneficiary is designated for the Basic Life insurance, proceeds will go to your estate.

Open Enrollment (cont.)

Three additional supplemental life insurance options have been added: \$10,000; four times annual salary; and, five times annual salary. During Open Enrollment for January 1, 2009 – June 30, 2009, you may elect a one step increment (e.g., from 3X to 4X your salary) of supplemental life insurance coverage without submitting an Evidence of Insurability form. During Open Enrollment for July 1, 2009 – June 30, 2010, any addition or increase of supplemental or dependent life coverage will require submission of an Evidence of Insurability form.

Flex

Estimate health and dependent care expenses you will incur between January 1 and June 30, 2009 subject to the following maximums:

- Health care expense -- \$1,500
- Dependent care expense -- \$2,500 per household (\$1,250 if you are married and file separate tax returns). However, eligible health care expenditures incurred between July 1, 2009 and September 15, 2009 will be applied to any remaining January – June 2009 Flex balance.

Remember to consider your estimated carryover balance from this year (CY 2008) when estimating your 2009 Flex needs. There is no carry-over (grace period) for dependent care claims.

Open Enrollment Resources

Overview of plan changes. A video presentation of the plan changes for the January 1, 2009-June 30, 2009 shortened plan year is available. View the entire video or pick the section in which you are most interested. Click on the video link on the State Personnel Benefits web page at <http://www.das.state.ne.us/personnel/benefits/>.



Understanding the on-line enrollment process. A new on-line tool called, Nvision“NIS Open Enrollment Training.” is available to assist you with moving through on-line Open Enrollment. Nvision offers two options to assist you: (1) “See it” -- watch an example of open enrollment being completed, or (2) “Try it” – practice going through the open enrollment process by inputting information and moving through the screens. Nvision is available on the NIS sign-on page “Open Enrollment Training”, or click on http://www.das.state.ne.us/nis/trainingmanuals/810_training_manuals/nvision/open_enrollment/index.htm. You can also print a paper copy of the training course.

In order to learn how to navigate through the Nvision “See it” and “Try it” options, it is highly recommended that you view the “How to Take an Nvision NIS Course.” After viewing those instructions, click on the link, “Click here to start the NVISION NIS Open Enrollment course.” Remember, this is only a simulated training activity and does not mean you have signed up for benefits. Also the plans and prices in the training are only examples. They do not reflect the actual plans from which you will choose.

Other Important Open Enrollment Links

State of Nebraska, Employee Benefits Page

<http://www.das.state.ne.us/personnel/benefits/>

Frequently Asked Questions

http://www.das.state.ne.us/personnel/benefits/2009/options/FAQs_final.pdf

How to Enroll Guide

http://www.das.state.ne.us/personnel/benefits/2009/options/how_to_enroll.pdf

Options Newsletter

Open Enrollment meetings schedule and agenda

<http://www.das.state.ne.us/personnel/benefits/2009/options/newsletter.pdf>

Computer Lab Schedule

For those who don't have computers at their desk or are having difficulty

http://www.das.state.ne.us/personnel/benefits/2009/computer_lab.pdf

New Employees



Sushma Jolly



Diane Kvasnicka

Sushma Jolly, Program Specialist II, Data Services & Federal Programs Team, 10/01/08

Jarron A. Bradley, VR Service Specialist, Downtown Omaha VR Office, 09/29/08. (Not pictured)

Diane Kvasnicka, Education Specialist II, Early Childhood, 10/1/08.

Welcome

Requesting NIS Passwords

NDE Human Resources does not set NIS passwords; we only forward them to you. If you have forgotten your NIS password, or if you have been notified that your password has been disabled, please go to the NIS Sign On Screen: <https://nis.ne.gov/>, click on "Forgot Password" and complete the request. HR will forward your temporary password to you once we receive it.

FLU Shots

Employees who take the on-line survey will receive flu shots at no cost. You must bring your State ID with you to verify employee status.

Costs

Employees - Free with on-line survey and ID

Employees - \$5 without survey and ID

Dependents - \$10 with Employee

Health Plan Members - \$10 co-pay at

Pharmacy or \$20 co-pay at your Dr.'s office.

****[Click here for Flu Shot Information](#)****

Employee Recognition for Years-of-Service With the State of Nebraska — For 2008

10 Years

Pamela Cody - VR Kearney
Donlynn Rice - NSOB
Mike Weber - NSOB
Rebecca Hasty - NSOB
Shawn Vondracek - NSOB
Donna Vrbka - NSOB
Lora Sypal - NSOB
Mardi North - NSOB
James Putman - NSOB
Jennifer Riggs - DDS
Margaret Nehring - NSOB
Laura Byrns - North Platte
Danielle Lotspeich - NSOB
Lisa Oberg-House - ATP Omaha
Joni Minor - VR Omaha
Frankie Charles - VR Omaha

15 Years

Judith Vohland - VR Grand Island
William Allen - DDS
Marlene Walter - DDS
Cathy Callaway - VR Lincoln
Alice Senseney - NSOB
Carolyn Pierce - DDS
Patsy Shald - NSOB
Julie Burbach - DDS
Karen Zimmerman - VR Norfolk

20 Years

Belva Junker - VR Grand Island
Jean Bullen - VR Lincoln
Michelle Stephens - NSOB
Deborah Romanek - NSOB
Cinda Wacker - VR Lincoln NSOB
Jeannette Kubik - NSOB
Marlene Frazier - VR Lincoln
Connie Knoche - NSOB
Janice Wooge - NSOB
Laurie McEntarffer - NSOB
Carol Troxel - DDS
Kathy Heskett - NSOB
Beth Bolte - NSOB
Kathleen Clements - VR Norfolk
Deborah Dixon - VR Omaha

25 Years

Lawrence Heaslip - DDS
Margaret Worth - NSOB
Beth Wierda - NSOB
Sharon Katt - NSOB
Kay Bergquist - NSOB
Daniel Head - DDS
Susan Koch - DDS
Cheryle Adams - VR Lincoln NSOB
Jill Larrew - DDS
Arvin Frazier - VR Omaha

30 Years

Myron Kouba - VR Kearney
Kimberlee Heitmann - VR Lincoln
David Rasmussen - NSOB
M. Jane Wiederspan - DDS

35 Years

Alyce Mosier - VR Grand Island
Roxanne Holmes - DDS
Carol Wipf - NSOB
Douglas Willman - DDS
Phyllis Fletcher - VR Norfolk

40 Years

Cheryl Wendelin - VR Lincoln
Pamela Duncan - NSOB
LaVaine Benson - VR Norfolk



Limited NDE Travel? Now What? Try Video Conferencing!

by Shayne Ortmeier



Due to budget constraints and the rising cost of fuel you may have to cut back on travel. What can you do? Schedule a video conference! The Department of Education offers this service free of charge (in most cases), using the V-tel room or the computer lab as the presentation site.

Who is your audience? We can connect to anyone in the world that has IP based video conferencing equipment; all we need is their IP number to “dial” them up. NDE has purchased and placed video conferencing equipment in every ESU. Additionally, most Nebraska high schools have upgraded their distance learning equipment to IP based equipment as well. If you need to send to more than three sites, you need to use the Nebraska Video Conferencing Network, which charges a fee.

To schedule a video conference through NDE, you **must** provide the Education Technologies staff with as much notice **and** information as possible so that we may provide you with the best possible service. What do we need? Well, first and foremost we need you to fill out the Video Conference Request Form located <http://insidende.nde.state.ne.us/forms/VideoConferenceForm.pdf>. This places the request in record for scheduling purposes and eliminates some of the additional work of emailing or calling back and forth.

When filling out this form ask yourself the following questions, “Who? What? Where? When? How many?” **Who** are you connecting with? **What** is the name of the meeting? **Where** are you hosting the meeting and is that conference room reserved? **When** is the meeting (include date **and** time)? **How many** people will be at **each** site?

At the bottom of the form there is a *Notes or Special Instructions* section. In this area indicate any additional information such as whether or not you need the computer lab re-arranged; include the receiving sites’ contact name, phone and/or email address, etc. Include anything you think would be helpful.

Once you have completed the form you can submit it via email by clicking the “submit” button located at the bottom of the form, or, print it off and hand deliver it to me. If you submit it via email you will get a response back from me.

Following these guidelines will ensure that you have a successful outcome! Should you have any questions please give Shayne Ortmeier a call at 471-0511.